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ABSTRACT

This document lists abstracts of action research projects in the field of human resource development in Prince Edward Island, performed under the Canada NewStart Program. Subjects studied and reported on include: adult basic education, rural development, educational resources, English for New Canadians, vocational and job training, home economics education, training of nonprofessionals, and applications of films and other educational media. Several curriculums and teaching guides are also described. (LY)

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PRINCE EDWARD ISLAND NEWSTART INC.

HUMAN RESOURCE DEVELOPMENT IN PRINCE EDWARD ISLAND

ABSTRACTS OF RESEARCH

AC 010 663

HUMAN RESOURCE DEVELOPMENT
IN PRINCE EDWARD ISLAND

ABSTRACTS OF RESEARCH

PUBLISHED IN 1970 BY

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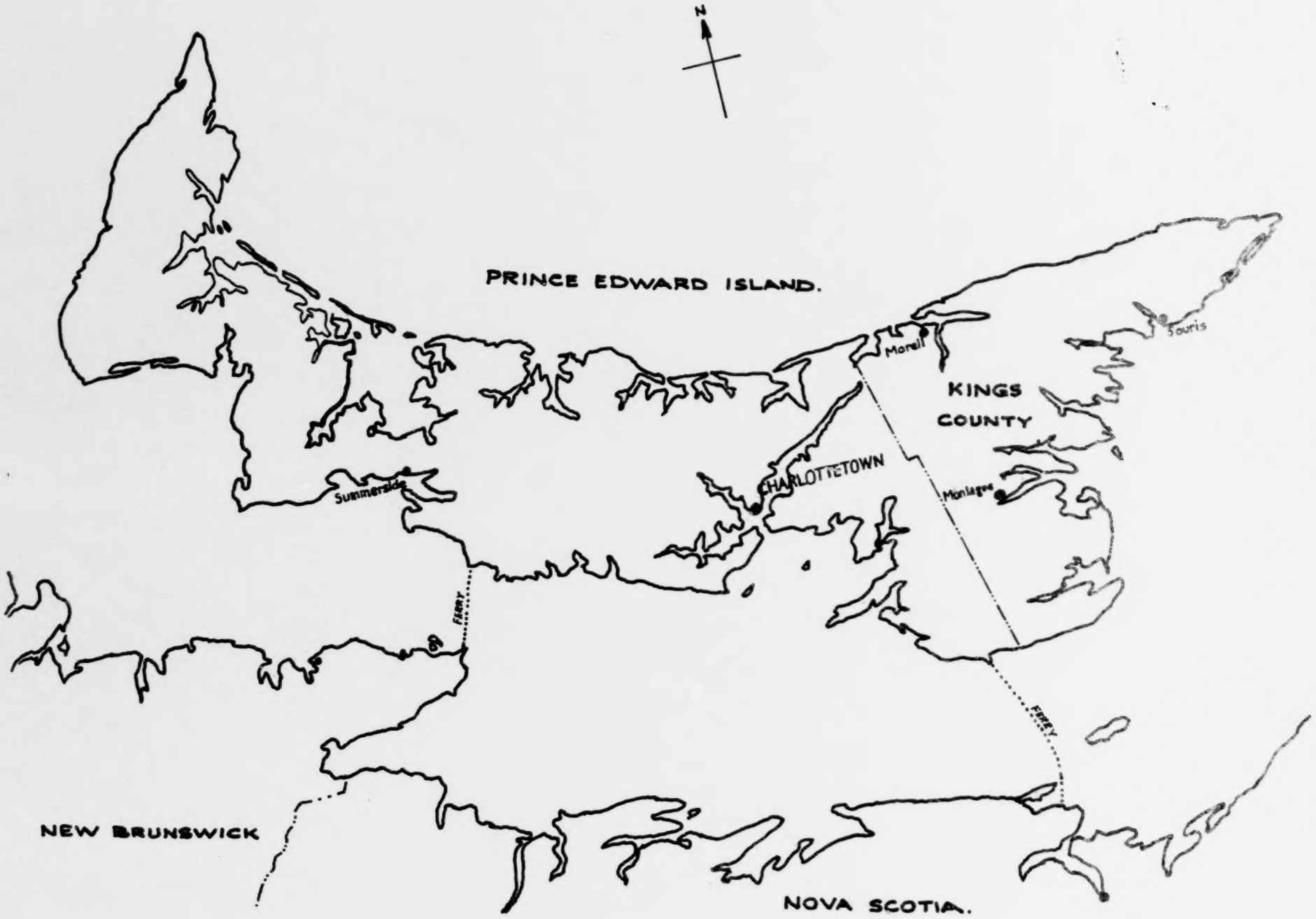
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NOVA SCOTIA.

INTRODUCTION

This listing of abstracts represents a major product of two years of action research in the field of Human Resource Development in Prince Edward Island. Prince Edward Island NewStart Inc. is owned jointly by the Province of Prince Edward Island and the Dominion of Canada, and is funded by the Canada Department of Regional Economic Expansion.

The research reported herein was performed under the Canada NewStart Program, financially supported by the Department of Regional Economic Expansion. NewStart Corporation staff are encouraged to express freely their professional judgement of the conduct of projects. Points of view or opinions stated do not, therefore, necessarily represent official departmental position or policy.

It is proposed that the activities of the Corporation will terminate in late 1971. Prior to that time the publications listed may be obtained by submitting a request to the Executive Director, Prince Edward Island NewStart Inc., Montague, Prince Edward Island. Subsequent to August 1971, requests should be made to the Director, Social and Human Analysis Branch, Department of Regional Economic Expansion, 161 Laurier Avenue West, Ottawa, Ontario.

Further information may be obtained by contacting the author listed in the lead to each abstract.

Austin L. Bowman
Executive Director

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RESEARCH ABSTRACTS

SOME RESULTS OF A TRAINING PROGRAM FOR NON-PROFESSIONAL MEDICAL PERSONNEL

Thomas R. Connor, Director of Research
Roberta MacPherson, Instructor
Marguerite Connolly, Instructor

This project, which is described and evaluated, was undertaken by NewStart to train institutional attendants. The objective was to improve the employment level and stability of rural residents of Kings County, Prince Edward Island and to open up the opportunity structure for lower level health personnel in the Province. All participants were deficient in education and most were unemployed.

The project consisted of three components; occupational training, basic education, and social development. The original projects and two replications were attempted. In the first, five of ten males completed training and were employed; in the second, one of two females became employed; in the third, six of seven males became employed. The occupational training component and co-operation with the employing agencies were felt to be the greatest contributing factor to success. Negative factors were low wages for employment and immobility of participants.

The final report is now available.

Abstract No. 1

A COMPREHENSIVE MANPOWER DEVELOPMENT SYSTEM

Thomas R. Connor, Director of Research

In a major response to the problem of developing new methods for helping unemployed or underemployed people to more stable and rewarding employment, the Corporation has conducted, for almost one year, a comprehensive manpower development system.

The major aspects of this system are preparation for employment, placement and support services, job creation services, research and evaluation. Included under these major heads are various training, service and occupational preparation activities, which are unique in themselves and more particularly so in combination.

Each of these major components will be evaluated and will be the subjects also of descriptive analysis. An interim report of the system has been prepared using a step wise multiple regression technique. Results of this analysis indicate that proper selection (though not "creaming") and assistance with placement are the most important contributors to training related employment.

The system is still evolving and presently an assessment committee stands at the center of the decision making process in regard to system participants.

Two more reports are due and will detail operational evaluation as well as performance of the system.

The final reports will be available in January and August, 1971.

Abstract No. 2

NEED FOR ACHIEVEMENT AS A VARIABLE IN HUMAN RESOURCE DEVELOPMENT

Thomas R. Connor, Director of Research

Several attempts have been made to teach "Need for Achievement" (n-Ach) to disadvantaged groups, usually entrepreneurs. Together, Prince Edward Island NewStart and Sterling Institute conducted an "n-Ach" program for disadvantaged sons of low income farmers and fishermen. An extensive survey and analysis of respondent's achievement motivation level was made prior to the course.

Recruitment for the program proved extremely difficult due to massive disinterest. The program itself has been inadequately described, since a great number of techniques known to the behavioural sciences were used outside of the classroom, but designed to have an effect on classroom behaviour. It is not clear that n-Ach levels were raised, but it is clear that the program had no hypothesized effect on subsequent economic activity.

The final report will be available in August, 1971.

Abstract No. 3

EVALUATION OF A COMMUNITY DEVELOPMENT PROJECT IN TWO TOWNS OF PRINCE EDWARD ISLAND, CANADA

Thomas R. Connor, Director of Research

The purpose of this study was to evaluate a community action project in Eastern Canada. The study utilized the format suggested by Suchman for the research design. Of the five evaluative dimensions suggested, the study presented three: effort, performance, and adequacy. The questions were also tested in comparison with two non-treated communities.

The project included three components in each of the two communities.

1. Visiting Homemaker giving instruction in home management skills and family counselling.

2. Counselling to identify those in need, give minimal counselling and recruit candidates to training.

3. Community action to encourage the formation of new groups for economic and social development.

Objectives were arranged by hierarchy of achievement, of target and dependency. Immediate objectives were directed toward disadvantaged community members; intermediate objectives sought to form a transition between community and the provincial government; ultimate objectives sought changes in the provincial government for extension of the project.

Baseline data were obtained from two surveys:

1. A human resources survey

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2. An economic opportunities survey.

Evaluation data were obtained from:

1. Sample survey at the end of the evaluation period;
2. Descriptions of systems and activities;
3. Administrative documents.

Counselling and recruitment were found least effective due to lack of effort and, perhaps, due to lack of interest of residents. Homemaker assistance was effective and produced greatest interest by the government. It also showed the greatest indication of eventual success in being extended. Community action successfully effected co-operation and motivated new groups, but the people may have lacked the requisite technical expertise. No economic development resulted.

Although the study method was felt to successfully evaluate the project, it may have been used prematurely, since the project was small and ran only a short time. Also, the underlying social action variables were inadequately studied. Attention should be given to studying these factors in social action programs before evaluative research is undertaken. Also, Manpower Development attempts should not take place in the absence of economic development.

The final report is now available.

Abstract No. 4

THE STRUCTURE OF OPPORTUNITY

Thomas R. Connor, Director of Research

"The Structure of Opportunity" reports the findings of a survey concerned with the position of business and industry in Kings County and the City of Charlottetown, Prince Edward Island.

PART ONE deals with the structure of the business and industrial community. The focus of this is definately local, as 72 per cent of the reporting firms were locally managed and controlled. A trend analysis is cross-tabulated. The age and profile of business and industry is discussed according to findings.

PART TWO is concerned with the time pattern of economic activity. The impetus controlling the rate and pace of such activity emanates from three economic sectors: farming, fishing, and tourism. It was found that July is the peak month of business activity. A sharp decline occurs near the end of August.

Intentions for business expansion were stated by 54 of the 199 respondents. At the time of interviewing, no active measures had as yet been taken. Expansion concerns only the local area.

A case portrayal of firms planning to close and the accompanying reasons is analyzed.

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PART THREE discusses selected characteristics of the labor force. The most pertinent factor was wages. A sharp distinction was found in the hourly wage rates of full and part time employees.

Skill and education were of prime importance to employers when considering hiring new employees. Other pro and con factors are tabulated, as well as causes for employees proving unsatisfactory.

PART FOUR looks into the future, concerned with anticipated problems, needs associated with economic growth and the role the government should play. Each problem is tabulated. A large number of respondents did not, however, ascertain answers to the questions regarding: (1) needs associated with the growth of economy, (2) suggestions as to what the government could do to help economic expansion.

The final report is now available.

Abstract No. 5

AN ANALYSIS OF UNANTICIPATED CHANGE IN AGRICULTURE

Thomas R. Connor, Director of Research
J. Carol Morrison, Research Assistant

The project reported on was supposedly an attempt to train a group of farmers in more efficient operation of their businesses. Participants were low income potato farmers of Prince Edward Island, who traditionally farm low acreages independently. Efforts were made to encourage co-operation among them.

The planned program was a rather standard agricultural training course with mixed technical and business inputs. Participation of the attending farmers, who numbered at various sessions from six to thirty-two, was encouraged. Many talk sessions lasted well into the night.

Evidence led the investigators to believe that the project manager had another motive than simply training for improved farm operation and interfarmer co-operation. It appeared that conscious efforts were being attempted to induce farmers to form a potato hau[illegible]ing business.

No evidence was produced of change on any of the hypothesized change dimensions, but the group did decide to seek assistance for establishing the secondary industry. Original attempts to obtain funding from the government were turned down.

Evidence obtained subsequent to publishing the original report indicates that some assistance was obtained. It is possible, that in the process, principles of participatory democracy were violated and all but destroyed.

The final report is now available.

Abstract No. 6

SOME RESULTS OF TWO BASIC SKILLS TRAINING PROGRAMS IN A RURAL SETTING

Peter C. McGonnell, Assistant Director of Research

Recognizing general dissatisfaction with the current methods of upgrading the basic skills in the undereducated adult population, the Corporation attempted to investigate the usefulness of an individualized adult-oriented program that would improve these skills in a shorter time than either the regular school or current upgrading programs.

An existing program which seemed to meet these requirements was one designed by MIND (Method of Intellectual Development) INC. Two separate studies were initiated. In both the male and female studies which occurred over a three-month period achievement and ten tests obtained before and after instruction were compared to evaluate the outcomes of training. In both studies the higher achieving group on pre-instructional testing had greater grade level changes, but, the changes were not of the magnitude predicted by the promoters of the MIND program.

Before such packages as the MIND program become part of the adult educational system there is need for considerable modifications in the program. With respect to the MIND package, suggestions were made in the report for improving both the hardware and software. Costs are also presented.

The final report is now available.

Abstract No. 7

LEARNING RESOURCE CENTRES FOR RURAL PRINCE EDWARD ISLAND

Peter C. McGonnell, Assistant Director of Research

Physical and human resources and the programs and activities associated with these resources are situated predominately in the urban centres of Canada. As a result the rural areas lack the social, cultural, and educational enrichment that is part of such resources. Even in a province as small geographically and in number of people as Prince Edward Island, there is an almost complete centralization of resources.

Such centralization results in a fragmentation of the rural population. Everything seems to take place in the one urban centre, Charlottetown. The paper proposes resource centres throughout the rural community.

These resource centres would contain adult education programs similar to the Manpower Development System developed by the Corporation. It would be the resource centre for home management programs for housewives, for preschool programs, and for farmers and fishermen. It would contain the major library for the area with bookmobiles using the library of the resource centre for its headquarters. It would be actively promoted as the cultural centre of the rural community.

The final report will be available in August, 1971.

Abstract No. 8

ADULT BASIC EDUCATION
AS A PROGRAM FOR SOCIAL CHANGE

Peter C. McGonnell, Assistant Director of Research

Governments realize that for effective economic development considerable emphasis must also be placed on manpower development. As a result the Government of Canada is investing increasing amounts of money on remedial education and vocational training for the disadvantaged.

Data were collected on the federally funded Basic Training for Skill Development program in Kings County, Prince Edward Island prior to and upon completion of the 1968-69 program.

The magnitude of the grade level change on achievement test results was relatively small on communication skills subjects; but the change on certain computational skills subtests would be acceptable. There has been no evaluation of the immediate or ultimate objectives by administrators of the program. The study suggests strategies for evaluation of the program as well as innovations that are needed if the program is to be at all effective.

The final report is now available.

Abstract No. 9

BASIC EDUCATION FOR DISADVANTAGED ADULT FEMALES

Alfred E. Morrison, Basic Education Specialist

Many of the unemployed and underemployed females in Kings County, the NewStart target area, are constrained in terms of opportunity for upward mobility in employment, due to the lack of basic learning skills.

To evaluate the effectiveness of a program produced by MIND INC., Stamford, Connecticut, as a means of overcoming this problem, 24 young women were recruited in September, 1969. They were exposed to modification of the MIND materials for a period of 180 hours. The basic education program was supplemented by a program of personal and social development, as well as a brief orientation to some of the occupational training programs that would be available to them upon completion of this aspect of their training.

Standardized test results obtained from the Stanford Achievement Tests showed an average grade change of two grade levels was effected. I.Q. scores also showed significant improvement.

The final report is now available.

Abstract No. 10

BASIC EDUCATION COMPONENT OF MANPOWER TRAINING SYSTEM

Alfred E. Morrison, Basic Education Specialist

Resource centres in the subject areas of reading, mathematics, and language will be established. These will contain the range of materials required to accomodate adults entering the system with academic attainments as low as total illiteracy and as advanced as high school equivalency. The materials and methodology will be such as to allow for this wide range of individual differences on a continuous progress basis and enable trainees to enter or leave the system at any level and at any time.

Considerable effort has gone into the curriculum design of this component and refinements will continue for the duration of the project. Work is presently being undertaken to write a complete reading program for Canadian illiterates since this is one of the major weaknesses in the system to date. The lack of diagnostic tools in all areas is also a major inadequacy of the system which will require considerable attention as the project matures. Initial indications are that the approach is practical and economical.

The final report will be available in August, 1971.

Abstract No. 11

BASIC EDUCATION FOR DISADVANTAGED ADULT MALES

Alfred E. Morrison, Basic Education Specialist

Many of the unemployed and underemployed males in Kings County, the NewStart target area, are constrained in terms of opportunity for upward mobility in employment, due to the lack of basic learning skills.

To evaluate the effectiveness of the program produced by MIND INC., Stamford, Connecticut, as a means of overcoming this problem, 24 young men were recruited in November, 1969. They were exposed to a modified version of the MIND materials for a period of 180 hours.

The basic education was supplemented by a program of personal and social development and general science.

Standardized test results obtained from the Stanford Achievement Tests showed an average grade change of 1.5 grades and a significant improvement in I.Q. scores.

The final report is now available.

Abstract No. 12

ENGLISH LANGUAGE SKILLS DEVELOPMENT FOR NEW CANADIANS

Alfred E. Morrison, Basic Education Specialist

One of the major obstacles in the adjustment of the Canadian immigrant is his inability to communicate effectively in the English language. Prince Edward Island NewStart sought to evaluate the effectiveness of the Language Skills Development Program, produced by MIND INC., Stamford, Connecticut, as a means of upgrading such language skills.

The program, based on an audio component and textual materials, was implemented with a group of eleven adults. The project ran from November, 1968 to February, 1969. Classes were conducted three hours per session, twice weekly.

Standardized testing using level two of the ABLE was carried out pre and post in reading, spelling, and vocabulary. The instructor also maintained a record of subjective observations relating to improved facility and confidence in the use of English. The data showed that the group average had improved by two grade scores in vocabulary, one grade in paragraph meaning, and one and one half grades in spelling.

The greatest individual range of change was from the inability to take the test to grade level scores of 9.0 in vocabulary, 4.8 in reading and 7.0 in spelling.

The final report is now available.

Abstract No. 13

BASIC EDUCATION FOR ILLITERATES

Alfred E. Morrison, Basic Education Specialist

A significant number of the population in the target area are functionally illiterate. In an effort to identify and evaluate the potential of this group, it was decided to implement a literacy training program. At the same time considerable effort was to be devoted to designing the most effective and efficient system by which such training could be carried out.

The approach adopted was to establish a resource centre in the subject areas of reading, language arts, arithmetic and general science. A wide range of materials was collected and organized into a system which would allow trainees to advance at their own rate, provide for continuous progress, be self-directing or minimize the need for instructor intervention and be oriented to the interests and needs of adults.

Eleven participants were recruited in March, 1969. This project is in operation at the time of writing and will not be concluded for final reporting purposes until the end of April.

The final report will be available in August, 1971.

Abstract No. 14

AN ASSESSMENT OF EDUCATIONAL RESOURCES IN THE SCHOOLS OF PRINCE EDWARD ISLAND

A. Hamid Saleemi, Research Librarian

The objective was to obtain concrete information on the educational and library resources available, their use by the student body and to determine their needs. The method used was to mail a questionnaire to all schools of more than two rooms.

No findings are as yet available.

The final report will be available in January, 1971.

Abstract No. 15

PUBLIC LIBRARY SERVICES TO RURAL PRINCE EDWARD ISLAND

A. Hamid Saleemi, Research Librarian

This study assesses the present state of library services, their impact on the rural population and the schools and what steps can be taken to improve the lot.

To study this problem a historical approach has been taken.

It has been noted that the resources available for rural library service are very limited. Compared to the urban population, the quality of service is lower than in the rural areas. The general public does not play any role in the support and operation of the library. The town and village councils do not seem to care about the libraries and the library services.

The final report will be available in December, 1970.

Abstract No. 16

INTRODUCTORY INDUSTRIAL TRADES

Robert F. Doddridge, Industrial Trades Specialist

The original proposal was designed to include basic education and a social development component with the major objective being to upgrade the socio-vocational skills of the trainee so that he would be enabled to take advantage of existing new opportunities at a later date. An introductory industrial trades component was intended to provide the 24 male trainees with an awareness of the various industrial possibilities that are available and to direct and motivate the individual to make use of the existing Provincial and Federal agencies. Due to the lack of industrial arts and vocational education available in the local academic institutions, many individuals have never experienced, or had an opportunity to select an occupation of their choice, and as a result have taken whatever form of employment available at that given time.

The components used in the upgrading program were: basic education, social development, individual counselling, vocational counselling and introductory industrial trades in the following areas: electricity, mechanical drawing, carpentry, small gasoline engines.

The data were gathered and documented by means of: Standardized tests, California Test of Personality, Adjustment Inventory, Stanford Achievement, Otis Quick Scoring, Lorge Thorndike Non-Verbal, instructors' weekly reports, vocational guidance counsellor interview reports, pre and post course labor market attachment and pre and post employment status of trainees who

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went to more responsible forms of employment.

The main results were found to be: the introductory trades should have commenced at the beginning of the programs; time required to set up and design program was inadequate; the trainees did not receive a complete introduction; trainees, in most cases, were extremely interested and willing to apply themselves in the shop; rewarding employment was difficult to locate in Prince Edward Island except for low entry jobs in the area of agriculture and fishing (seasonal employment); many trainees indicated a strong desire to continue their chosen vocation at the Provincial Vocational Institute if they could get accepted.

It was concluded that P.E.I. NewStart Inc., must encourage and educate local employers to accept and try to understand the disadvantaged youth of this area. P.E.I. NewStart should develop and continue further into the area of introductory industrial trades with the possibility of entering selected areas of occupational training.

The final report will be available in February, 1971.

Abstract No. 17

OCCUPATIONAL SKILLS TRAINING

Robert F. Doddridge, Industrial Trades Specialist

There is a need for a more comprehensive training program which systematically links individual needs and employment requirements. P.E.I. NewStart's Human Resources Survey (1968) has shown that the present employment status of the target population often does not coincide with preferred occupations. A wider selection of courses must be provided in order to create a more effective liason between the training agency and the employer, as well as between the training agency and the disadvantaged.

Rather than develop particular programs suited to preselected target subgroups, a system was developed which should be ready to operate whenever a suitable individual presents himself and requires help that is within the mandate and resources of the operation. An individual is contacted through some form of active recruitment and presents himself at the NewStart offices for testing, assessment counselling, proper assignment, which may be immediate job placement, basic educational upgrading, initial skills training, pre-vocational training or any combination of these.

Individual intake and graduation will allow the Company to operate continuously and serve more people and make it easier to place individuals, rather than placing a group of job seekers.

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Data will be gathered and documented by means of standardized and non-standardized instruments to determine the input, treatment and results. Achievement, intelligence, interest, and other traditional kinds of tests will be employed when necessary. Non-standardized refers to measures, such as knowledge achievement, skill achievement, work quality and labor market activities.

The report will be available in August, 1971.

Abstract No. 18

OCCUPATIONAL TRADES TRAINING

Robert F. Doddridge, Industrial Trades Specialist

The primary objective of this study was to design and demonstrate a comprehensive training program which considers both the needs and the characteristics of the disadvantaged target population and which employs appropriate techniques to realistically prepare such individuals for the requirements demanded by successful employment.

The trainees were subjected to programs in basic education, social development, counselling, and trades training. Whenever possible, the trainee was treated as an individual and therefore each individual progressed through the program at a different rate. When the trainee achieved predetermined graduation criteria, he was then placed in either on-the-job training, full time employment, or an institute for further technical training. A counsellor was assigned to do periodic follow-up on all trainees who took part in the program.

Procedures used to document the study and gather data were standardized tests, performance tests, observation of work by instructors and trained observers, and counsellor follow-up.

It was found that the participants possessed more knowledge and skill than had been anticipated and that the major problem in making the disadvantaged more employable lies more in the attitudinal and behavioural area than the skill in knowledge achievement areas. One development obstacle

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was the limited source of low entry positions available for the trainee upon completion of training programs. The extremely low salary range in the area discourages individuals from seeking and securing employment. The established educational requirements for acceptance into trades training arbitrarily exclude the disadvantaged although they may possess, in many cases, the necessary ability to become certified.

The conclusion is that Prince Edward Island lacks the industry to provide rewarding employment for the majority of people being trained in many of the trades areas, though the disadvantaged readily absorb the requisite training and skill development for such employment.

The report will be available February, 1971.

Abstract No. 19

EDUCATIONAL MEDIA APPLICATION IN DAY CARE CENTRES

A. Ainslie Clark, Educational Media Specialist

The purpose of this report is to examine the possible value and extent of utilization of educational media techniques in a Day Care Centre environment.

The facilities and techniques available, such as 16mm films, slides, cassette tape recorders, Peabody Language Kit, the television program "Sesame Street" and field trips will be described and printed samples of the software used will be included as appendices.

The report will be a subjective evaluation of the effect of the media techniques in changing the children's behaviour, awareness, and interest, as viewed by their teachers and outside observers.

The final report will be available in August, 1971.

Abstract No. 20

EDUCATIONAL MEDIA APPLICATIONS IN TRAINING DISADVANTAGED ADULTS

A. Ainslie Clark, Educational Media Specialist

This report will be a subjective evaluation of the extent and value of the educational media facilities and techniques used in training disadvantaged persons in the areas of Basic Education, Occupational Skills and Pre-Employment Skills Training.

In the absence of experimental techniques which would conclusively show that any changes in the subjects' behaviour were due specifically to the utilization of educational media, the data gathered will consist of the reports made by the instructors of the actual media used and of any noticeable changes detected in the subjects; and the observations of the subjects made by the media specialist.

The media techniques used in each of the training programs will be described and compared to techniques which had been tested but were no longer employed. Descriptive samples of the software used will be included in this report.

This report would be of interest to media specialists who are involved in providing media facilities for persons who have been existing in a disadvantaged environment. It would assist media specialists to select techniques for use in their own situations.

The final report will be available in August, 1971.

Abstract No. 21

EDUCATIONAL MEDIA:
THE EFFECT OF A PLANNED EXPOSURE PROGRAM CONSISTING OF 16MM FILMS AND FIELD TRIPS WITH A GROUP OF DISADVANTAGED ADULTS

A. Ainslie Clark, Educational Media Specialist

This report will examine the possible effects of a planned exposure program of 16mm films and field trips on the attitudes, behaviour, interests, and awareness of a group of disadvantaged adults.

The hypothesis of this project is that it is possible to assist in changing the attitudes and behaviour of environmentally disadvantaged adults by exposing them to places and people beyond their limited home area. Changes in the subjects' interests and awareness will be used as indicators to confirm this hypothesis.

The program utilized will be presented with observations and reasons for the selection and scheduling that was done.

An analysis of the "active involvement sheets" completed by the subjects during each segment, will be presented to show any changes in attitudes, interests, and awareness. The subjective opinions of the instructors will be presented as evidence of changes in behaviour.

This report would be of interest to media specialists who are concerned with widening the horizons of both adults and children.

The final report will be available in August, 1971.

Abstract No. 22

DAY CARE CENTRE AS PART OF A COMMUNITY SERVICE CENTRE

(Mrs.) Rosemary G. Faulkner, Home Management Specialist

This will be a report of the results achieved in operating two full Day Care Centres for 22 disadvantaged children between the ages of three and six, using disadvantaged young women as trained Day Care Attendants.

The program was carried out in two rural communities on Prince Edward Island and had as its objectives: (1) to show that Day Care Centres can work in rural communities, and (2) to show that the disadvantaged child will be better able to compete with the middle class child in a school environment, as a result of his Day Care experiences.

To attain these objectives, an enriched activity program, under the supervision of a professional was carried out with the aims of developing motor skills, vocal skills and socialization skills in the children. All children were tested using the Stanford Binet Test on entering the program and on leaving. Each Centre had attached to it a teaching homemaker who was the liason between the Centre and the home, and who worked with the Day Care mothers on skills the mother wished to learn, such as budgeting, decorating, nutrition, and family planning.

The final report will be available in August, 1971.

Abstract No. 23

EVALUATION OF A PROGRAM OF TRAINING FOR DAY CARE ATTENDANTS

(Mrs.) Rosemary G. Faulkner, Home Management Specialist
Thomas R. Connor, Director of Research

This article is an evaluation of a program of training disadvantaged young women to work in a Day Care Centre for disadvantaged children.

Program objectives were:

(1) to demonstrate the feasibility of employing the disadvantaged in positions of responsibility and growth to help other disadvantaged people.

(2) to demonstrate the utility of Day Care Centres as a component in a series of outreach units in previously designed regional growth centres.

(3) to significantly improve the labor market stability of the young women training in the program.

The training program lasted sixteen weeks and was made up of theoretical training in a classroom and practical experience in a Day Care Centre. All of the participants had been previously involved in a basic education upgrading course run by NewStart, the same organization which sponsored the Day Care Program. Eight of the nine trainees subsequently became employed in the Day Care Centres.

Data collected depended on reports by the instructor, on observation by a research assistant, on interviews and tests

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by a guidance counsellor, and on reports external to the project by the program co-ordinator, the principal author of the report.

The authors concluded that the "objective" evidence did not support statements of successful skill aquisition. However, subjective evidence made it clear that the trainees were performing successfully as Day Care Attendants. The authors recommend that administrators consider benefits to be gained in training disadvantaged young women as Day Care Attendants, that such training utilize feedback throughout the course, that professional supervision is also essential, and that pre-evaluative research be conducted prior to structured evaluations.

The final report is now available.

Abstract No. 24

FOLLOW-UP OF DAY CARE CHILDREN AFTER COMPLETING ONE YEAR OF ELEMENTARY SCHOOL

(Mrs.) Rosemary G. Faulkner, Home Management Specialist
Peter C. McGonnell, Assistant Director of Research

This report is an evaluation of disadvantaged children who have entered grade one after one year of Day Care experience.

The data gathered included the pre and post-test results using the Stanford Binet Test, form LN, completed on the children in the Day Care Centre and the objective reports by the grade one teacher.

It is the hope that this report will be an evaluation of the Day Care child's ability to perform in grade one, compared to a child who is also disadvantaged, but who has not had the Day Care experiences.

The final report will be available in February, 1971.

Abstract No. 25

HOME MANAGEMENT
FOR A GROUP OF DISADVANTAGED HOMEMAKERS IN GEORGETOWN, PRINCE EDWARD ISLAND

(Mrs.) Rosemary G. Faulkner, Home Management Specialist

This article is a report on the methods used in working with twelve disadvantaged young mothers in a rural area of Prince Edward Island.

The program objectives were:

(1) to assist the homemaker in becoming more effective in her role as a mother and housekeeper, and

(2) to assist the homemaker in making her home more comfortable by improving family nutrition, making better use of financial resources, and by acquiring basic skills in decorating and sewing.

The project lasted 296 hours and was made up of 90 hours of group meetings in which the teaching of basic nutrition, sewing, and budgeting took place. The time spent in home visits with the homemaker totalled 176 hours, and at this time, concepts in decorating and child care were taught. Each homemaker also received counselling at this time. Ten hours were spent in night meetings for the purpose of forming a women's club.

As a result of the program, ten out of twelve homemakers felt they were better homemakers, four felt they had learned

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a great deal, six felt they were easier to get along with, and ten felt they worked harder in their roles as homemakers and mothers.

It was the feeling of the homemakers that they received a great deal by participating with other homemakers having similar problems.

The final report is now available.

Abstract No. 26

TEACHING HOMEMAKER SKILLS TO RURAL LOW INCOME HOMEMAKERS

(Mrs.) Thelma M. Fraser, Homemaker Co-ordinator

A teaching homemaker service, based in a Community Service Centre, was provided in an out-reach manner to young low-income women in a rural area. These women had very limited knowledge of such basic homemaking skills as budgeting for foods, and the preparation and preservation of food. In addition, they knew very little about sewing. The homemaker visited these women in their homes and quickly gained acceptance as a friend and a teacher. She took recipe books and a sewing machine from home to home. After receiving six months of individual attention, these women formed a group which held and are still holding regular meetings. Group activities included compilation of a cookbook, organization of a sewing club, and a bingo.

A schedule outlining many aspects of homemaking skills was completed at the beginning of the service and at mid-point. Extensive notes were kept on each family. Results to date indicate that these young mothers have a greater awareness of the outside world rather than just their immediate surroundings; they meet people more easily; family relations have improved (as noted by an increased interest in the children on the father's part) as well as husband-wife relationships.

Disadvantaged rural women are capable of change and improvement, when it is attempted in a personalized manner and when their own resources and preferences are considered. Some results of this service are more far-reaching then the actual contact (homemaking skills) taught. The present project began in August, 1969, and will continue until March, 1971.

The final report will be available in August, 1971.

Abstract No. 27

AN ANALYSIS OF THE TRAINING PROGRAM FOR VISITING HOMEMAKERS

(Mrs.) Rosemary G. Faulkner, Home Management Specialist

This report is an analysis of a program used in training nine mature women, who had raised their own families, for roles as Visiting Homemakers.

The program lasted nine weeks and was made up of social work, home economics, home nursing, psychology, child care and on-the-job training. All sections were instructed by professionals with major emphasis being given to practical as well as theoretical instruction.

As a result of the program, 117 inquiries for information regarding Visiting Homemaker Service and calls for placement were received during the first three months of evaluation. Ten placements were made with most placements lasting a minimum of two weeks. Results also showed that it was difficult to place homemakers on cases because of the geographical limitations in which most of the homemakers were willing to work. The majority of cases were at a distance of approximately 40 miles from the majority of homemakers.

Nevertheless, the training program was found to be effective and has resulted in some employment and improved services.

The final report is now available.

Abstract No. 28

COLE CROP PRODUCTION

J. Carol Morrison, Research Assistant

Assuming that problems faced by Kings County growers of cole crops, such as cauliflower and brussels sprouts, do not stem from the present marketing system but rather from implementation of poor production methods, the Corporation presented an agricultural training program designed to cover the complete production process of cole crops for processing. Major objectives were to increase production ratios (by decreasing cost per acre and/or by increasing yield per acre) and to promote awareness of the need for training programs of this nature.

Nineteen cole crop growers participated in the ten week course; these growers ranged in age from 25 to 45 years and were representative of the larger, more successful segment of the target population. A comparative experimental group was comprised of eighteen growers, members of the target population who did not participate in the course.

Because of incomplete information, it was not possible to statistically analyse change in production ratios; however, some inferences can be drawn from analyses of yield per acre data. Results (obtained using analyses of pre and post mean differences of yield per acre for independent samples) indicated that there was a significant difference between pre measures for experimental and comparative groups and between post measures for those groups. Using an analysis

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of pre-post mean difference of yield per acre for correlated samples, both the experimental group and the comparative group did not differ significantly. Analysis of a questionnaire completed by course participants and interviews with local management involved in the cole crop processing industry indicate that the course produced positive results in terms of a better quality product, utilization of more efficient production methods and a greater awareness of the need for more training programs of this nature.

Findings suggest that further refinement of the research design is necessary before results can be stated more conclusively. Subjective analyses indicate that the training program is highly feasible in terms of minimum resource requirements (i.e. time, staff, facilities) and achievement of stated objectives.

The final report is now available.

Abstract No. 29

A STUDY OF RECRUITMENT METHODS

George C.H. MacLeod, Recruitment Officer

Prince Edward Island NewStart has been conducting action research in Human Resource Development for over two years. A great many recruitment techniques have been used, with varying degree of success, with various population.

The data from each effort has been organized and an attempt will be made to determine relationships between recruitment types, program types and characteristics of population.

Recommendations will be made relative to successful recruitment and selection methods.

The final report will be available in February, 1971.

Abstract No. 30

AN ASSESSMENT OF PUBLIC LIBRARY SERVICE IN KINGS COUNTY

A. Hamid Saleemi, Research Librarian
Thomas R. Connor, Director of Research

The purpose of this study was to find out the state of library service as rated by the users and to determine the extent to which present resources are being used.

A survey, by means of questionnaire, was conducted over a three month period, the busiest time of the year.

It was found that no adequate library facilities exist in the Kings County area. More than 80 per cent of the library users are students and housewives. Library services are rarely used by farmers and fishermen. Hospitals, prisons and homes for senior citizens are not reached by the service.

The final report is now available.

Abstract No. 31

CANADA NEWSTART - AN EXPERIMENT IN RESEARCH

Austin L. Bowman, Executive Director

NewStart Corporations were set up jointly by the Canada Department of Regional Economic Expansion and six provinces for the purpose of carrying out research in Human Resource Development.

These corporations were organized as independent corporations under provincial legislation. Each corporation was responsible for the establishment of its own policies with respect to organization, staffing, personnel administration, purchasing, accounting, and general administration. Principal restrictions imposed upon the corporations were time constraints which to some degree have proven unrealistic. Many administrative problems have been encountered in the establishment of research centres in relatively isolated areas.

A greater degree of autonomy and flexibility has been achieved than in many government sponsored research organizations and considerable experience has been obtained which should prove useful in the establishment of future research programs of this type.

The final report will be available in March, 1971.

Abstract No. 32

CURRICULA AND TRAINING GUIDES

CURRICULUM FOR TRAINING
INSTITUTIONAL ATTENDANTS

Professional Staff, P.E.I. NewStart Inc.

With vast advances taking place in an increasingly complex medical field, it has become apparent that the work load of professional nursing staff must be lightened in order that they may perform more technical and detailed functions. Para-professional personnel may be employed to accomplish this end.

The need for better qualified personnel, in the low-level job category, presents a problem. Such hospital staff could be given more responsibilities in their daily routines had they the skill and required knowledge. To date, nursing attendants with no previous training have been accepted for employment learning necessary skills as they progressed in their occupation.

With this in mind, this manual has been developed as a program presenting guidelines that should be followed in the training of institutional nursing attendants. The program is divided into four distinct parts (volumes). They cover the various aspects of hospital life with which the nursing attendant will have to cope.

Adequately discussed in theory, with practical demonstrations and stipulations for students' practical work are: basic instruction, nutrition, basic nursing procedures, and pharma-cology. The manual fully orients the student concerning the

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need for a nursing attendant, the functions of the human body and the emotional needs of the hospital patient even before his duties, procedures, and techniques are explained.

Included are routines and descriptions of procedures (shaving for operation, different food diets, etc.) that would be vague to the attendant if only explained in the text. To avoid this, diagrams and charts are used in many instances. Also, there are review questions and a medical vocabulary at the end of each topic.

The final report is now available.

Abstract No. 33

BASIC EDUCATION FOR FARMERS

Alfred E. Morrison, Basic Education Specialist

The training of farmers to become better managers is, in a great many cases, difficult, if not impossible because of their low levels of communication and computational skills. In order to overcome this problem, materials designed especially for farmers were prepared and used in an effort to upgrade their basic skills so that they might more readily assimilate farm management material available to them.

A group of 27 farmers were exposed to the program for a total of 120 hours. Pre and post-testing was carried out using the Stanford Achievement Tests. Results indicate that the average grade improvement was two grade levels. Subjective evaluation of the program indicated that considerable interest was shown by the group and that the materials were very well suited to the group's needs. The course materials have since been revised and reprinted.

The final research report will be available February, 1971.

Abstract No. 34

TRAINING PROGRAM FOR VISITING HOMEMAKERS

(Mrs.) Rosemary G. Faulkner, Home Management Specialist

The training program used in training nine women as Visiting Homemakers has been assembled.

It is composed of the lesson plans and the teaching content for a twelve week program consisting of: 47 hours of social work, 47 hours of home nursing, 62 hours of home economics, 9 hours psychology, and 34 hours of child care.

The program is designed so that a complete program for homemakers can be conducted using one manual.

The final program is now available.

Abstract No. 35

MATERIALS USED IN TEACHING
LOW INCOME HOMEMAKERS IN THEIR OWN HOMES

(Mrs.) Thelma M. Fraser, Homemaker Co-ordinator

This manual is designed for those interested in teaching home economics to the low income homemaker. It is based on experiences gained in working with young mothers of Day Care Centre children in a rural community of Prince Edward Island. It has suggestions for the teaching of cooking, birth control, sewing, handicrafts, budgeting, etc.

The manual will be available in March, 1971.

Abstract No. 36

A GUIDE FOR COMMUNITIES ON PRINCE EDWARD ISLAND TO ESTABLISH DAY CARE CENTRES

(Mrs.) Rosemary G. Faulkner, Home Management Specialist

This will be a guide for communities on Prince Edward Island and elsewhere on how to establish Day Care Centres. It is the result of the experiences gained by P.E.I. NewStart over a two-year period.

P.E.I. NewStart operated two Day Care Centres in rural communities for 22 disadvantaged children between the ages of three and six.

The guide is written for the layman who might want to start a Day Care program. It will include pointers on how to establish recruitment policies for children, staff policies, how to arrange for financing, budget considerations, medical and health requirements, equipment requirements, and how to plan your day to day activities depending on the type of children involved in the program.

The final report will be available in February, 1971.

Abstract No. 37

Additional copies of this publication are available on request.

Each Abstract indicates when its full report is available. Detachable post-cards are provided on the next page on which to order these full reports.

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